

REGULAR MEETING OF THE VESTRY,
ALL SAINTS CHURCH, PASADENA
May 30, 2017

- PRESENT MaryAnn Ahart, Lorenzo Bacani, Jay Belloli, Hannah Berry, Liza Billington, Chris Caldwell, Valerie Coachman-Moore, Sharyn Delahousie, Scott England, Christine Hartman, Tony Jackson, Dana Jones, Mike Kinman, Andy Malloy, Max Molina, Terry Moore, Isabel Ramirez, Brian Robinson, Judy Van Vleet, Jenny Watts, Bob Whitson, Trula Worthy-Clayton
- EXCUSED Karen Alexander, Shelley De Leon, Charlie Rahilly, Frank Ramirez, Jeff Vanderpool, Kelly Phelan
- ALSO PRESENT Jim Albarano, Antonio Gallardo, Keith Holeman, Christina Honchell, Sally Howard, Zelda Kennedy, Jeremy Langill, Jim Loduha, Isaac Ruelas, Susan Russell, Juliana Serrano, Kathy Onoye

The meeting was called to order at 7:02 pm in Sweetland Hall. The Rector opened the meeting with silence. He then asked the Vestry to focus on their image of Jesus. He then asked them to focus on their image of an attacker. He had the Vestry read Acts 2:1-11 and then view images of Jesus from other countries and cultures. He asked the Vestry to reflect on “How are the children?”, the question asked by Traci Blackmon in the film viewed at Vestry/Staff Conference. He then offered an opening prayer.

ITEMS FOR DECISION

Approval of Consent Agenda

- Report of the Clerk and Committee Reports: It was moved, seconded and the Vestry unanimously approved the consent agenda including the minutes and committee reports as received.

Report of the Treasurer

Albarano reported that we are currently at 35% of budget for 2017, which is ahead of all other years. This includes a number of prepaid pledges, which was high in January. Collections are above budget by \$77 thousand. The Easter collection was \$3800 over budget. There is a steady flow of funds. Summer will be critical for people keeping up their pledges. Loduha noted that Easter giving is included.

Approval of Parochial Report

Russell shared the background on the Parochial Report. It was then moved, seconded and the Vestry unanimously approved the Parochial Report.

Use of Quasi-Endowment Funds for All Saints Day Musicians

Caldwell explained the use of the quasi-endowment funds. It was then moved, seconded and following discussion, the Vestry unanimously approved using \$13,000 from the Quasi-Endowment Funds for the All Saints Day Musicians for All Saints Day 2017.

Vestry Committees

Worthy-Clayton proposed changing current Vestry Committee leadership requirements to permit the inclusion of non-Vestry members as chairs of Vestry Committees. It was moved and seconded that the Warden receive permission to establish leadership of the Vestry committees beyond the members of the Vestry. Following some discussion the Vestry unanimously approved the proposal.

ITEMS FOR DISCUSSION

Vestry /Staff Conference Debrief

Worthy-Clayton reported that the focus of the conference was for the children. Jones reviewed the conference agenda. Time was then given for the Vestry to give feedback about the conference and their reflections. There were several major themes that included 1) space needs for children, 2) power for reconciliation, 3) creating a safe space, 4) putting the child in the center of the community. Kinman asked members to reflect on what stayed with them. One thought is that All Saints needs to be a safe space to have honest talk about reconciliation, around the building campaigns and other issues. A committee was formed including Terry Moore, Tony Jackson, Sally Howard, Isaac Ruelas, Jenny Watts and the Wardens.

Racial Justice Resolution Next Steps

Kinman distributed and read the Racial Justice Resolution approved by the Vestry on April 12, 2016. Item 10 is the establishment of a Racial Justice Advisory Board. It was moved and seconded to develop and present a slate by the June 29 meeting. Discussion followed on work by the Racial Justice steering committee and the work of Coachman-Moore and Ruelas. A committee was established to form the Advisory Board and includes Terry Moore, Jay Belloli, Jenny Watts, and Valerie Coachman-Moore. They will report back on progress in June.

COMMUNICATION 101 PRESENTATION

Russell presented an overview of the many ways All Saints communicates. It is making Gods love tangible 24/7 using multiplatform communications. She distributed the Social Media Policy. Sharing, retweeting, “liking”, mentioning All Saints Pasadena, are all ways to spread the message and a form of evangelism. During discussion it was suggested that the presentation should be shared with the congregation and our youth may be a good source of technical assistance.

RECTOR’S REPORT

Kinman shared that the choir would raise funds, with permission from the Vestry, to name the choir room for James Walker. It was moved and seconded to name the choir room in honor of James Walker for his extraordinary, sustained contribution to the life and faith and excellence of All Saints Church for over 34 years. Following discussion the Vestry approved the resolution with 20 votes to approve and one no vote.

Kinman shared the search committees for Director of Music and the Clergy Search for two positions: Pastoral Care / Healing & Health, and Congregational Development. Kinman will make the final decisions on these positions. There will be an interim for music announced by the end of June, to start in August.

Kinman shared that he will be leaving for St. Louis tomorrow and moving his family west over the next two weeks. The moving van will come the first week of June and he asked for prayers for his kids and family in the process. He thanked the Vestry for their prayers and support this year and asked for help as they move.

Kinman will not be at the next Vestry meeting as it falls on his wedding anniversary.

WARDENS' REPORTS

Worthy-Clayton thanked the Vestry for their energy and commitment. She asked the Vestry to let the parish know who they are and manage by walking around.

Jones reminded the Vestry that task forces need to include their updates in the monthly committee reports. This will include the Ad Hoc committees such as Racial Justice.

ITEMS TO ENRICH VESTRY & ALL SAINTS CHURCH

- ▶ Honchell reminded the Vestry that on this Sunday will be a celebration of James Walker's ministry. Canterbury & Coventry Choirs, directed by James Walker, will perform Britten's Rejoice in the Lamb and Bernstein's Chichester Psalms, with instrumental ensemble along with music of Gwyneth Walker, Shawn Kirchner, René Clausen, Beethoven and Brahms. A reception follows, celebrating James Walker as he moves into his next chapter. We will celebrate Zelda Kennedy's ministry on June 25. We send Zelda Kennedy off with a blow out party we're calling Zelda's Big Dance Party — an intergenerational, multicultural celebration of Zelda's 14 years of faithful ministry and pastoral care for the All Saints community. Jazz Vespers will be at 5:00 p.m. with John Clayton, co-founder of the Clayton-Hamilton Jazz Orchestra and Eric Reed, solo performer, composer, producer, educator and sideman with numerous artists. Zelda will offer the meditation. Dan Cole and the 1 p.m. Ensemble offer music for dancing on the lawn.
- ▶ Kennedy praised the new commissioning of lay ministers during the service. We have 6 new lay visitors. She also congratulated Antonio Gallardo for receiving an Episcopal Evangelism Society grant for the study of model national multicultural worship.
- ▶ Malloy announced that the CYF Barbecue will be held tomorrow. He also shared that the Pasadena POPS will have a free concert at City Hall on Saturday at 8 p.m.
- ▶ Russell announced that the Bishop Coadjutor John Taylor will be at All Saints on June 18. He will be ordained as the Bishop Coadjutor for the Diocese of Los Angeles on July 8.

COMMUNICATION BACK TO THE PARISH

- ▶ Honoring James Walker
- ▶ Forming two groups on Reconciliation and Racial Justice Advisory
- ▶ Use of the Quasi Endowment for All Saints Day Musicians.
- ▶ Non-Vestry taking leadership of Vestry committees
- ▶ Antonio Gallardo's grant

APPRECIATIONS & REGRETS

- ▶ Kinman thanked the Vestry for staying engaged.
- ▶ Hartman asked for prayers for her trip to Washington on June 28.
- ▶ Belloli is thankful Jim Loduha is back safely.
- ▶ Van Vleet appreciated the leadership of Dana Jones and Trula Worthy-Clayton.
- ▶ Billington appreciated having a weekend with Christena Cleveland and CONSPIRE.

The meeting was adjourned at 9:25 pm. with a closing prayer from Antonio Gallardo.

Respectfully submitted,
Kathy Onoye

Vestry Committee Reports

May Meeting 2017

Addendum to May 30, 2017 Vestry Minutes

NO REPORT

Children, Youth & Families
Congregational Development
Giving
Pastoral Care / Health & Healing

PEACE & JUSTICE / OCC

In the past two months Peace & Justice ministries have continued to offer events and activities designed around direct action and focused participation. Transformational experiences have occurred on the streets of downtown Los Angeles, at the Islamic Center on Vermont Ave, in the desert surrounding Manzanar, on the church lawn and in the high altitudes of Tibet. We have drafted letters and obtained signatures to demand action from and indicate appreciation to national and state legislators, the world and ASC has been made a little greener one light bulb at a time.

BUILDINGS & GROUNDS

Update on the status of current projects as of Monthly Committee Meeting on May 11th, 2017:

Completed:

- **Sanctuary Steps Replacement:** Bob Cox replaced South Tower steps, which cracked and spalled after rains and posed liability concern.
- **Regas House Cooling Tower Water Supply Line Replacement:** Morrow & Holman Plumbing installed new pressure relief valve and bypass line with 2nd valve on main water line to ensure adequate water pressure to Cooling Tower.

In Progress:

- **Sanctuary Relamping/Dimmer Replacement:** Climate Change Task Force completed relamping Sanctuary, except for fixtures above choir. Response to new lamps (for those who have noticed) has been positive, and new dimmer system is user-friendly and has a wide variety of settings.
- **Sanctuary Roof Repairs & Waterproofing:** Tuckpointing and waterproofing work to address active roof leaks in Sanctuary was completed by California Restoration & Waterproofing for \$28,500. Veronica Flores is working to schedule Sanctuary roof repairs to be completed by Martin Roofing for \$27,500, which has also been approved by Finance and Vestry.
- **Rectory/Office Seismic Investigation:** Engelkirk has completed "Tier-1" investigation, which confirmed retrofit work is recommended, and proposed proceeding to "Tier-2". This would include completing detailed drawings that would permit Church to solicit bids for necessary retrofit work. Lonnie Schield has asked Engelkirk to provide estimate.

Approved:

- **Regas House Door/Door Hardware Replacement:** Axxess Hardware to begin replacing failed door hardware during last week of May at a cost of ~\$16,500 while alternative replacement doors for NE corner of Sweetland Hall are identified, which should enable total project to be completed for less than \$38,000 approved. Additional funds may be needed to replace failed door hardware at Sanctuary and damaged Guild Room door in Regas House.
- **Regas House Elevator Modernization:** Western Elevator, our new maintenance contractor who specializes in Westinghouse Elevators, advised they were acquired by Amtech, our former maintenance contractor. Committee will be approaching owner of Western to discuss possibility, and potential benefits, of expediting modernization prior to transition to Amtech in October.

On the Boards:

- **Sanctuary Wheelchair Lift Replacement:** No further update since replacement estimate obtained.
- **Regas House Repairs & Waterproofing:** Report from Roofing & Waterproofing Forensics was used by California Restoration & Waterproofing to provide estimates for non-roof related repairs to address leaks from recent rains, including leaks at Switchgear Room under north stairs, Sound Room, northeast corner of Forum, and chimney in Rector's 2nd floor Study and Acolyte/Vesting Room immediately below. Estimates total \$65,000, and will be presented to Finance once estimates for roof-related repairs are obtained.
- **Print Shop Roof Repairs/Replacement:** Martin Roofing will inspect and provide estimate to address roof leaks at Print Shop when on-site to complete Sanctuary roof repairs.
- **Mulching:** Candy League obtained 2 bids to mulch planter beds on campus before summer, one of which was 1/10th the cost of the other, not including added cost for pick-up or delivery of mulch, or factoring that Holy Rakers would install.

Other:

- **Youth Dinner:** B&G and Finance Committees will co-host Youth Dinner on 5/24, and will serve homemade tacos, quesadillas, rice, beans, salsa, fruit, and green salad.

FINANCE

The Finance Committee met on May 25, 2017. The Committee received an update on giving and our current income/expenses, but there were no action items. On the giving front, we are generally on track. To meet our projections, we need approximately \$13,000 in new pledges by year-end, which should be an achievable goal. We also are still working on a couple of late renewals that we need to obtain to meet projections there.

In terms of our income YTD, we had collected 35% of our budgeted income through the end of April, which is the highest percentage in the last nine years. As explained previously, this is attributable in part to a large number of prepaid pledges in January. Pledges collected in April were lower than some prior years, particularly for a year where Easter fell in April. Open plate collections remain strong through the year, and we are in fine shape overall.

On the expense side, we have some savings because of two open positions in administration and buildings & grounds. We will have some additional personnel savings as the year moves forward because one of the open clergy positions is not likely to be filled by July 1, which we had assumed in the budget. On an overall net basis, we are about \$242,000 ahead of budget, although we need to remember that budget projections on the income side are not precise and could easily even out over the rest of the year (particularly because of the large amount of pre-paid pledges in January).

The Committee learned that the outside auditors have completed their on-site work without any particular issues. The outside auditors will make their report to the Committee at its June meeting. The Committee also received a report on the status of the Hutch's property at the north side of the campus. Jeff Vanderpool reported that the initial seismic study of the rectory (office) building has been received and, as expected, it identified various tasks that need to be completed to address seismic issues for the structure.

The next Finance meeting is scheduled for June 22, 2017.

CHILDREN, YOUTH & FAMILIES

May 16, 2017 Meeting

I. Welcome/Opening Prayer/Reflection

- a. The committee watched the two videos that were shared at the Vestry/Staff Conference, one that was produced by Isaac, which highlights children's experiences at All Saints and Traci Blackmon's speech, "How are the Children?"

II. Items for Discussion

a. Upcoming Events

- i. Children/Youth Choir Concert
 1. Discussion about how to help staff the choir concert. We will have Marianne and Ruth at the table. Others will protect doors to ensure that parents don't sneak in. It was noted that more information is needed about how to best support.
 - ii. CYF BBQ
 1. Last year, 250 were fed. Andy has the list, and volunteers are needed to barbecue. People are needed to help staff the food line. Decorators are identified. Jennifer King and Rosie Baker will be contacted re: decorations.
 - iii. Added item: Dance party for Zelda Kennedy, June 25 following Jazz Vespers 6:30-8:30 @ All Saints. Zelda wants it to be family-friendly. Well-wishes will be a part of the event (it will be online as well).
- #### b. Next CYF Listening Session
- i. The model of the "Listening Session" may be used in other places in the church. As a committee we need to loop back and "hold ourselves accountable" to what was heard at the Listening Session. It is recommended that the changes and improvements are mentioned in the weekly letter. Also recommended that the Listening Session is held yearly. Early March, Sunday afternoon is best. Possibility that comment and suggestion cards are placed in pews, not in favor of anonymous complaints. Reflective conversation to break down communication barriers between staff and parishioners so that the church is less "Rector-Centric."
- #### c. Communication (Parent Culture)
- i. Parent Culture, birth through 5th grade. Question, are we excluding parents who would want to join? Should it move to Wednesday? Members who moved from the younger group to the older group (which is a little bit under-enrolled) shared thoughts. Wednesday nights have become a little bit more about being part of the dinner committee, sometimes parents don't want to necessarily talk about their kids when they have day care provided (Youth Group). Question about moving the parent group from Wednesday to Sunday. Wednesday's are just too hard. What do my kids do after church during the forum? There is a church Sunday school—nobody wants to help. Jan has volunteered! Problem to solve: there is nowhere to put a second group on Sunday morning. Feasting on the Word is the curriculum for the older group.

III. Items for Reporting

a. Families in church

- i. New ideas will be tried out in June. Ideas are being generated by both the committee and staff for the 9:00 service. The work will be to help adults not stress about attending.

b. Vestry/Staff Conference

- i. See notes above. Plus, sharing data about family involvement and showing photos of Scott Hall. There was some reflection about the budgeting process. The Vestry conference is an intense team-building event. There were two students present to participate in the Vestry Conference. There was also a conversation about the building campaign and some healing that needs to happen.

c. Child Care Request Form

- i. There is a change in how child care is requested. The form has been updated. The ministry that has requested child care will pay for the child care, and once scheduled, and payment will be made, regardless of last minute changes. Last minute requests will not be honored.

IV. Loose Ends

- a. Review calendar

V. Appreciation/Regrets/Closing Prayer